



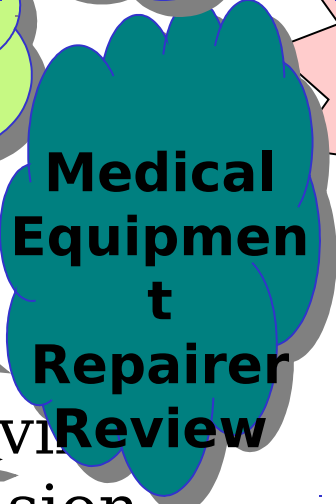
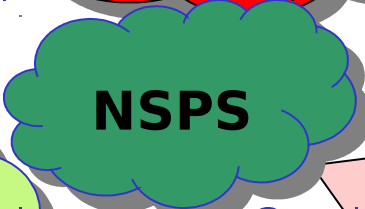
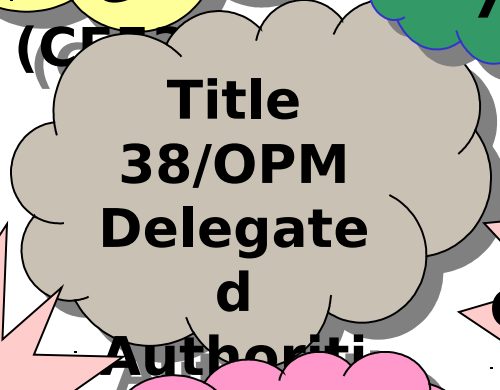
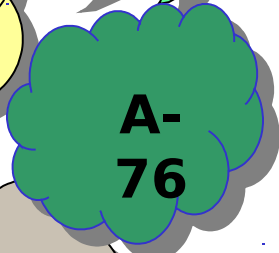
CIVILIAN PERSONNEL TOPICS

West HR Conference Brief

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Chief, Civilian Personnel Division
and Civilian Corps Chief
1 September 2004



Current Issues



Military to Civilian
Conversion Division



Civilian Personnel Topics

- **Legislative Initiatives**
 - Direct Hire Authority (DHA)
 - Title 10 Civilian Personnel System
 - Title 38 Pay Authorities
- **Other MEDCOM Initiatives**
 - Drug Testing Implementation
 - Tuition Assistance Initiative
 - Transition Employment Assistance
 - Global War on Terrorism
- **Other Topics of Interest**
 - CPD Staff Directory



Legislative Initiatives



- **Direct Hire Authority (DHA)**
 - Used to fill over 1600 vacancies (thru Aug 04)
 - OPM DHA includes LVN/LPN but requires announcement
 - FY05 Appropriations language in place, expansion request includes DHA for LVN/LPN and others
 - Rollover language in both House & Senate versions
 - FY05 Appropriations Act passed
 - FY05 Authorization language drafted to request same expansion
 - Not supported by OPM
 - FY06 ULB proposal submitted
 - Not sponsored by DoD
- **Title 10 Personnel System**
 - Amendment to Title 10 to put medicals in excepted service with relief from Title 5 personnel system and provide VA-like authorities
 - MEDCOM involved in Tri-Service task force with OSD
 - Overcome by new DoD personnel system (NSPS)



Legislative Initiatives



- **Title 38 Pay Authorities**

- Affect Premium Pay rates
 - On Call Pay (10% hourly rate)
 - Overtime (150% hourly rate)
 - Holiday (200% hourly rate for ALL overtime hours including overtime worked on a holiday)
 - Tour Differential (10% of hourly rate paid for entire shift if more than 4 hours of shift worked between 1800-0600)
 - Weekend Differential (25% of hour rate for Sat and Sun hours)
 - Head Nurse Pay (2 step increment above basic pay)
- Projected Implementation – 31 October 2004



Premium Pay Comparison

| Premium Pay | Title 5 | Title 38 |
|----------------------|--|---|
| On-Call | Not authorized. | Eligible employees officially scheduled to be on-call get 10% of hourly rate of overtime pay for each hour of on-call duty. |
| Overtime Work | 150% of hourly rate of basic pay, capped at the greater of the the employee's hourly rate of basic pay or the GS10/Step 1 overtime rate. | Eligible employees working approved overtime get 150% of hourly rate of basic pay. |
| Weekend Differential | 25% of hourly rate of basic pay for the entire non-overtime tour between midnight Saturday and midnight Sunday. | 25% of hourly rate of basic pay for hours worked between midnight Friday and midnight Sunday. The rate is applied to the entire tour, including overtime |
| Tour Differential | 10% of hourly rate of basic pay for hours worked between 6pm and 6am. | 10% hourly rate is applied to entire tour if at least 4 hours are worked between 6pm and 6am |
| Holiday Pay | Double the hourly rate of basic pay for non-overtime hours worked on a holiday. | Double hourly rate of basic pay for all hours worked on a holiday, including overtime hours. |



Title 38 Premium Pay DoD Eligibility by Occupation



| Medical Occupation/ Eligibility | DoD T38 On-Call | DoD T38 Overtime | DoD T38 Tour Differential | DoD T38 Sat/Sun Pay | DoD T38 Baylor Plan | DoD T38 MD/DD Special Pay |
|--|----------------------------|-----------------------------|--|------------------------------------|------------------------------------|--|
| Physician | | | | | | YES |
| Dentist | | | | | | YES |
| RN | YES | YES | YES | YES | YES | |
| Expanded Function Dental Aux | YES | YES | YES | YES | | |
| Physician Assistant | YES | YES | YES | YES | | |
| LPN | YES | | | YES | | |
| Occupational Therapist | YES | | | YES | | |
| Pharmacist | YES | | | YES | | |
| Physical Therapist | YES | | | YES | | |
| Respiratory Therapist | YES | | | YES | | |
| Clinical or Counseling Psychologist | YES | | | YES | | |

MEDCOM Civilian P
ersonnel Division

Pending Future Delegation:
Baylor Plan
Special Pay for Physicians and
Dentists



MEDCOM



Random Drug Testing

| Oct0 | Nov0 | Dec0 | Jan04 | Feb0 | Mar0 | Apr0 | May0 |
|-----------------------------|------|---|--|------|------|--------------------------|------|
| PHASE I | | 3 | | 4 | 4 | 4 | 4 |
| • Preparation • TSG Memo | | PHASE II | | | | | |
| | | • Publish LOI • Coordinate CPACs and local tasks • Identify Test Designated Positions | | | | | |
| | | | PHASE III | | | | |
| | | | • Finalize I&I Bargaining • Notify Workforce • Finalize Any Additional Tasks | | | PHASE IV | |
| | | | | | | • Implement Drug Testing | |

- MEDCOM request to include certain medical occupations as testing designating positions submitted May 2001
- Covers approx. 10,000 direct patient care civilian employees in the following occupations: Physicians, Physicians Assts, RNs, LPNs, Nursing Assts, Physical Therapists, Health Technicians, Nuclear Med Technicians, Medical Technicians, Diagnostic Radiological Techs, Therapeutic Radiological Techs, Medical Instrument Techs, Pharmacists, Pharmacy Techs, Podiatrists, Dentists, Dental Techs and Dental Hygienists
- Final OSD/Army approval received 7 Aug 03; Target implementation NLT 1 Apr 04
- HQDA labor relations guidance issued 26 Sep 03 and MEDCOM guidance issued 10 Oct 03
- MEDCOM Letter of Instruction (LOI) issued 24 Oct 03
- Monthly RMC reports track progress.
- Overall, 83% of MEDCOM activities have started drug testing as of 1 May 04; 92% as of 1 July 04
 - 98% of MEDCOM facilities have completed labor negotiations.
 - Management designation of specific positions to be tested is 100% completed.
 - Notification of workforce is 99% completed.

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ersonnel Division



Global War on Terrorism



- Established toll-free number 1-800-633-3646
 - Received over 1600 calls
- CPOL, MEDCOM & USAJOBS Website
 - <http://cpolwapp.belvoir.army.mil/medcom-gwot/>
 - <http://civpers.amedd.army.mil>
 - <http://www.usajobs.opm.gov/>
- 12 GWOT job announcements
 - Medical Officer
 - Physician Assistant
 - Registered Nurse & LPN
 - Pharmacist
 - Podiatrist
 - Audiologist/Speech Pathologist
 - Dentist
 - Dental Assistant
 - Dental Hygienist
 - Dental Lab Technician
- 770 Resumes sent to Managers



Other MEDCOM



Civilian Personnel Initiatives

- **Transition Employment Assistance for MEDCOM/AMEDD (TEAM)**
 - TEAM is a MEDCOM developed program designed to assist family members of military or civilian employees to continue their employment or gain new employment as they accompany their sponsors to new assignments
 - This is the first program of its kind that benefits both military and civilians
 - To be eligible, either the family member or sponsor must be affiliated with the Army Medical Command (MEDCOM) or the Army Medical Department (AMEDD)
 - TEAM alerts supervisors and provides resumes of incoming family members for possible placement at the new duty location



About TEAM



- **Alerts supervisors at new post of incoming family members**
- **Allows activities to plan budget and staff**
- **Minimizes stress related to job placement**
- **Provides a fast source of candidates to fill jobs**
- **Allows supervisors to offer jobs before arrival at new posts**
- **Supports wellness program; well-being and readiness of our soldiers.**
- **TEAM**
 - Is not a mandatory placement program
 - Is not an exception to mandatory placement programs
 - Does not create PCS entitlements nor return rights
- **58% of TEAM registrants have had job offers**



Other MEDCOM



Civilian Personnel Initiatives

- **Civilian Tuition Assistance**

- Army Business Initiative Council (BIC) proposal
- Central Funding requested to improve morale and enhance skills in medical occupations through funding education outside the workplace and after work hours
- \$5,000 limit per year, per employee
- 3:1 service obligation
- Includes all medical occupations, 31% of which are nursing (RN, LVN/LPN, Nurse Assistant)
- Briefed both DoD/Army BIC
 - Waiting on legal decision on “color of money” issues



MEDCOM CPD Staff Directory



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